

**Non-Instructional Faculty Survey  
Codebook (from SPSS)**

List of variables on the working file

Name (Position) Label

respnum\$ (1)

Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F9  
Write Format: F9

time\$ (2)

Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F6  
Write Format: F6

satisf (3) Satisfaction with job at UO

Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1	VERY SATISFIED
2	SOMEWHAT SATISFIED
3	NOT VERY SATISFIED
4	NOT AT ALL SATISFIED
7	REFUSED
8	DON'T KNOW
9	NO ANSWER

crit1 (4) Across-the-board cost-of-living raises

Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1	VERY IMPORTANT
2	SOMEWHAT IMPORTANT
3	NOT IMPORTANT
7	EFUSED
8	DON'T KNOW
9	NO ANSWER

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crit2 (5) Merit increases, based on excellence

Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT IMPORTANT
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

crit3 (6) Redress salary compression  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT IMPORTANT
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

crit4 (7) Redress other inequities  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT IMPORTANT
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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crit5 (8) Minimum salary floors by department  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT IMPORTANT
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

rank1 (9) Most important criteria

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 COST OF LIVING
- 2 MERIT RAISES
- 3 REDRESS COMPRESSION
- 4 REDRESS NEQUITIES
- 5 MIN. SALARY FLOORS
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

comp1 (10) Cafeteria-style benefits plan is important

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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comp2 (11) More important to increase admin support

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE

- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

comp3 (12) More important to increase resources

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

comp4 (13) Within colleges/divisions, inequities should be redressed

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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comp5 (14) Across units/depts, inequities should be redressed

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

comp6 (15) The U of O should not respond to private salary standards

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

comp7 (16) Criteria/process of raises needs standardization

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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exper1 (17) Efforts appreciated and acknowledged at the U of O

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

exper2 (18) Efforts appreciated and acknowledged by unit/dept

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

exper3 (19) Received a negative or unfair review

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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exper4 (20) Experienced a hostile work environment at UO

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

exper5 (21) Would choose a career in higher education again

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

years (22) First began employment at the U of O

Measurement Level: Scale

Column Width: 8 Alignment: Right  
Print Format: F2  
Write Format: F2

Value Label

0 2000  
7 REFUSED  
8 DON'T KNOW  
9 NO ANSWER  
50 1950  
99 1999

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employ (23) Employed full-time or part-time  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1 FULL-TIME  
2 PART-TIME  
3 OTHER  
7 REFUSED  
8 DON'T KNOW  
9 NO ANSWER

vpreport (24) Which Vice President respondent reports to  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1 ACADEMIC AFFAIRS  
2 ADMIN  
3 PUB AFFAIRS & DEV  
7 REFUSED  
8 DON'T KNOW  
9 NO ANSWER

acaff (25) Which Vice Provost within Academic Affairs  
Measurement Level: Scale  
Column Width: 8 Alignment: Right  
Print Format: F2  
Write Format: F2

Value Label

1 ACAD DEANS, LIBRARIAN

- 2 VP-RESEARCH
- 3 VP-INTN'L PROGRAMS
- 4 VP-RESOURCE MGMT
- 5 SR VP-ACAD AFFAIRS
- 6 ASSOC VP-STUDENT
- 7 COMPUTING
- 97 REFUSED
- 98 DON'T KNOW
- 99 NO ANSWER

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unit (26) Unit, department, or college  
 Measurement Level: Scale  
 Column Width: 8 Alignment: Right  
 Print Format: F2  
 Write Format: F2

Value	Label
1	AAA
2	ATHLETICS
3	BUSINESS
4	HUMANITIES
5	SCIENCE
6	SOCIAL SCIENCE
7	EMU
8	EDUCATION
9	FACILITIES SERVICES
10	HOUSING
11	JOURNALISM & COMMUNICATION
12	LAW
13	MUSIC
14	OPS
15	PARS
16	STUDENT ACADEMIC AFFAIRS
17	STUDENT AFFAIRS
18	UHC
19	UO FOUNDATION
20	RESEARCH
21	OTHER
97	REFUSED
98	DON'T KNOW <-----
99	NO ANSWER

othremp (27) Seeking other employment  
 Measurement Level: Scale  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	YES, CURRENTLY



- 2 YES, EXPECT TO
- 3 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

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retire (28) Expect to retire early from UO

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

sex (29) Sex

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 MALE
- 2 FEMALE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

race (30) Race or ethnicity

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 WHITE/CAUCASIAN
- 2 BLACK/AFRICAN AMERICAN
- 3 LATINO/HISPANIC AMERICAN
- 4 ASIAN/PACIFIC ISLANDER
- 5 AMERICAN/ALASKAN NATIVE
- 6 MIXED RACE/ETHNICITY
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

mail (31) Returned the campus mail survey

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 3 DID NOT RECEIVE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

years\_r (32) Year began working at UO

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F8

Write Format: F8

Value Label

- 1 1999-2000
- 2 1996-1998
- 3 1991-1995
- 4 1986-1990
- 5 1985 OR EARLIER
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

race\_r (33) Race or ethnicity

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 WHITE
- 2 NON-WHITE
- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

acaff\_r (34) Which Vice Provost within Academic Affairs

Measurement Level: Scale

Column Width: 8 Alignment: Right  
Print Format: F8  
Write Format: F8

Value Label

1	DEANS, LIBRARIAN
2	VP-RESEARCH
3	VP-INTN'L PROGRAMS
4	VP-RESOURCE MGMT
5	SR VP-ACADEMIC
6	ASSOC VP-STUDENT
7	COMPUTING
8	OTHER
97	REFUSED
98	DON'T KNOW
99	NO ANSWER

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